

# Year report FNV Mondiaal

Indicators of Decent Work, Trade Union Strengthening and Sustainability

Report 2010

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**Country: Nigeria**

**Date:24/01/2011**

This report should be filled in from a country perspective; only those DW objectives will be addressed that are indicated in the country grid (see annex). *For Nigeria it are DW3, DW6, and Trade Union Strengthening.*

Names of the FNV Partner organizations active in country (please include names of GUF affiliates involved as well) over the report year.

Labour NGO's:	Centre:	Trade union (mention also GUF to which affiliated):	Membership based organizations:	Other (network, university, NGO):
	NLC			
		NANNAM, NCSU, AUPCTRE , NULGE, MHWUN , NASEAI, NUÉE (PSI)		
				ALRN
				ITUC-Africa

Decent work

Output

If any, describe at least 3 examples of significant actions by your organization as a result from projects that have been supported by FNV over the past year? Please use the format below and indicate clearly under which DW-objective you classify each example. (for orientation see annex for country grid and description of the DW objectives)

**Trade union action/ actions of partner organisations**

DW objective 3	There is less discrimination by companies on the ground of race, gender, sexual orientation, religion, HIV/AIDS and Increase in sustainable employment, which means work under good working conditions, with permanent contracts and social security. There is decrease in discrimination on the labour market.		
Name of partner organisation	NLC with RATTAWU, AUPCTRE, MHWUN, NANNAM, NUCECFWW		
Sector	Public/Private		
Type of action:			
- strike	X		
- demonstration	X		
-recollection of signatures			
-writing letters to politicians	X		
-other:	Campaigns, lobby, Advocacy		
When was the action carried out	Month June to November	Year 2009 and 2010	
Who else participated in the action	Workers in the sectors, NLC, workers in other Trade Union Centre (TUC) in respect to minimum wage struggle and monetisation benefits of workers and allowances, members of the civil society, Human right Lawyers, Women Organisation and NGOs etc.		
Number of people involved (distinguish between men and women)	Total	Men	Women
	1. Monetisation- 3,000,000	1,875,000	1,125,000
	2. Occupational safety, health Administration. 2, 680,000	1,868,000	812,000
	3. Minimum Wage 6,000,000	3,600,000	2,400,000
	4. Work Persons compensation and other bills 2, 620,000	1,650,600	969,400
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	The beneficiaries cut across all gender as mainly thing are workers. This also covers all ethnic groups in the country like Hausa, Ibo, Youraba, Efik, Ijaws, Uhrobo, Ibibio, Kanuri, Gwari etc. The age is between 18 – 60 .		
What makes you or the FNV partners say the action has	The work Person compensation Bill was signed into law January, 2011 while others are at the stage of passage into law. They have		

been successful?	undergone 1 <sup>st</sup> and 2 <sup>nd</sup> reading at the National Assembly after public hearing. The minimum wage of N18,000 was approved by the President of Federal Republic of Nigeria and the National council of State and is currently at the National Assembly for enactment into law.
Can you describe how FNV has supported the action	The FNV has supported by provision of some logistics and building of capacities of NLC members and leaders through programmes supported in NLC educational activities.
Additional comments:	

(for additional tables on actions copy/paste the above table)

### Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

### **Reactions of government authorities (positive or negative)**

DW objective : 6 b			
Name of the government authorities involved	National Presidency, Ministry of Labour, Information, Health, Works, Sports and Youth Development, National Television Authority, federal Radio Cooperation	Local State Government. Same as mentioned in National in respect of ministries and agencies.	
Qualify the effects as:	Positive X	Negative	
Indicate the type of effects: -approval of new labour legislation	There is less of tension in place of work as compensation has improved and payment prompt. In addition, more effective measures are now in place and level of commitment has increases as witnessed in early resumption of duty, output and presence in the office. There is better relation between management and workers as seen more cordial and frequent meetings, both parties agreement on issues at workplace in respect of protective equipments etc.		
-implementation of approved labour legislation	So far much has not been recorded as labour legislation is yet to be approved.		
-changes in existing labour legislation	The coverage was limited to companies of 50 employees and above, but now 5 employees and above. Now on work person compensation payment, private and public employers contribute into a fund managed by NSITF. Injured employees get compensation instantly once case is verified. Former compensation act talk about injury at workplace but this extend to the way to and from office.		
-other:			
Describe the major issues that are addressed through the acts of government	Work Person Compensation, minimum wage implementation, monetisation of some of the benefits like, housing, transport etc and occupation health, safety and Administration		
Name the principles of the policies that are formulated			
No. of people who will benefit from or are affected by this	Total	Men	Women
	1. Minimum Wage – 6,000,000	3,600,000	2,400,000
	2. Monetisation – about 2,500,000	1,875,000	625,000
	3. Occupational, safety, health and Administration – 2,680,000	1,868,000	812,000

	4. Work Person Compensation, Labour Law and others – 2,620,000	1,650,600	969,400
Describe if and how women will particularly benefit from this or will be affected	Women will benefit because they are the more hit as they assume responsibility of taking care of the home, when their husband are injured. They are mostly represented as the next of kin and thereby are the immediate beneficiary.. The act is now gender sensitive , even from its name, which now is 'Work person compensation'. The across the board implementation eliminates chances of gender implementation bias or prejudice.		
Describe if and how persons in the informal sector will particularly benefit from this or will be affected	Although the informal sector remain a challenge in respect of organisation, there still however exist some level of sanity in its operations. Most trades and professions within the informal economy have organised themselves into associations with leaders representing its interest. And such trades or professions employ beyond 5 to 10 person working in them. Therefore within the provision of the existing labour registrations they are covered by the law and as such are entitled to benefits accruing to workers in the Public and organise Private Sector. This is a duty the trade union must take very serious.		
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard	The support of the FNV in NLC Decent Work agenda project specifically in OHS and Stigma and Discrimination helped unions to further review issues of occupational, safety and health in the workplace and stigma discrimination as it affects workers. This help in better understanding of issues and prepare them in intervention. Such interventions were the public hearing and committee work which members of the five participating unions in Decent Work agenda project were part of. This committee came out with recommendations which form part of the NLC position which was presented to the National Assembly. In addition is lobbying and campaign against the provision of the law which the intervention of FNV through the project also assisted in skill development for such exercise. In overall the knowledge base of FNV partners rubbed off on their peers to galvanise the stream of awareness, that created a swell of public opinion in favour of the struggle.		
Additional comments:			

(for additional tables on reactions government authorities copy/paste the above table)

**Reactions of companies/employers**

DW objective	3 No discrimination	
Name of company/ employer	NUFRLANMPE (union)	
What are the measures taken by the companies? Describe:	1. A gentleman agreement (i.e. non-binding agreement) exist in the industry not to discriminate against PLHIVs and handicapped persons: blind persons had been trained as operators using Braille systems; amputees have been given employment. Reasonable accommodations are provided for PLHIVs.	
	2	
	3	
Qualify the effect as:	Positive X	Negative
Type of company: Multinational	Y	N
National	Y X	N
Local	Y	N
Sector	Private	
Number of fixed employees that benefit	No information	
Number of outsourced employees that benefit	No information	
% women employees	About 30% of 24,000 membership of the union	
What are the factors that have influenced the company into taking these measures?	Provision of 1999 Nigeria constitution, section 42 which discourages discrimination of any level, campaigns both National and Internationally involving various NGOs including some labour NGOs and NLC and the union.	
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard	The NLC remain the centre with the highest representation of workers and the union being an affiliate is bound to respect the NLC policies specifically as regards discrimination. So through NLC activities like campaign, educational activities which the union participated influenced towards adopting the principles of the policy	
Additional comments:		

(for additional tables on reactions government authorities copy/paste the above table)

Have any or more Core labour standards of the ILO been ratified in the past year ? Refer to conventions: 87,98,29,105,138,182,100,111.		
Yes	No	
If yes mention here		
Convention	When approved	No. of workers who benefit
87	17 – 10 - 1960	Over 6,000,000
98	17 – 10 - 1960	Over 6,000,000
29	17 – 10 - 1960	Over 6,000,000
105	17 – 10 - 1960	Over 6,000,000

100	08 – 05 - 1974	Over 6,000,000
111	02 – 10 - 2002	Over 6,000,000
138	02 – 10 - 2002	Over 6,000,000
180	02 – 10 - 2002	Over 6,000,000

Observation:

Which part of national legislation has been elaborated complies with ILO core conventions ratified by the country? 0 – 25%	0% 0- 25-50% 50-75% 75-100%
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## Social Dialogue

Can you give one or more examples of social dialogue (that are both effective and highly regarded by unions) with governments and/or companies/employers (per type) involving NLC or unions supported by FNV through NLC over the past year?

Name of structure for dialogue	National Labour Advisory Council (NALAC), National Joint Negotiating Council (Council 1, 2, 3). Tripartite committee on casualisation in the oil sector
Actors involved	Government, Employers and Workers Representative (Union). For the committee on oil – NLC, NUPENG, EMPLOYERS AND GOVERNMENT THROUGH MINISTRY OF LABOUR
Division of actors in percentages	NALAC yet to be inaugurated since the demise of the former President of the country. Previously Government has majority. Formerly Employers have 2 persons and Union representatives 2. However there are indication that representation might be increased. For Committee on oil – Develop a road map on stoppage of casual labour and Full unionisation of workers in the industry.
Agreed objective(s) of the social dialogue	Negotiations & agreements are carried out nationally. In addition is to negotiate on issues of wages & welfare of workers & working condition and benefits.
Themes discussed	Living wage disparity and wage adjustment procedure, industrial relation matters, labour management relation issues, Occupational health and safety issues etc
Year in which social dialogue was started	Oil Committee 2009
Describe how the social dialogue is organised	It is a tripartite arrangement. The Government through the ministry of Labour coordinate the social dialogue. Oil Committee – Presidency. Federal Min; of Labour presides over a roundtable of employers & workers.
Frequency of meeting	NALAC - Quarterly and as occasion demands. Oil committee – determined at the end of every session.
Products and results of the dialogue this year	Agreed on a minimum wage and adjustment procedure. Monetisation, OSHE and Workers Compensation bill. Oil committee – MOU

Problems	Sending representatives to meeting that have no mandate to take decisions. Non funding of meetings. No follow-up on fundamental issues raised at meetings. Inconsistent representatives that are not well informed. Disagreement between the component state and Labour on issues on minimum wage.
Additional comments:	Members should be well informed ahead of meetings

(for additional tables on reactions government authorities **copy/paste the above table**)

### Democratic Processes

Can you give one or more examples of improving democratic processes with the involvement of NLC

Name of structure that promotes the process	National Labour Advisory Council, Vision 2010, Constitutional conference, Electoral Reform Commission and other body put together as occasion demands. Within the NLC is through its organs (NDC, NEC, CWC, NAC), Political commission.
Actors involved	Government, Employers, Labour, Civil Society, politicians, labour party and other political parties.
Objective	Bringing the position of the workers, people to the fore front. Promotion of industrial harmony and good working environment. Bridge between organised labour and labour party/other political parties.
Results	Attainment of N18,000 minimum wage. Undemocratic and unpopular policy are opposed. Signing of worker Person compensation bill. Moved against deregulation of the downstream of the oil sector. Improved communication between NLC and political parties
Problems	Non proper coordination by ministry. Mobilisation of members on issues as they occur. Cost of organising rallies and campaigns
Year in which process was started	Over 12 year ago
Additional comments:	The process could be improved upon.

(for additional tables on reactions government authorities **copy paste the above table**)

## Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

### **Examples of organizational strengthening of trade unions**

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	Union Revitalization, membership drive and capacity building in respect of training of leaders and members through the educational activities of NLC such as State Level Schools, National Schools (Rain & Harmattan), Certificate course in Labour Law and labour relations (University of Jos, Plateau State), Public Lectures of NLC education dept, Decent work agenda project etc
Training of leaders and staff	Leadership Training and General Worker Education
Introduction of measures for management improvement	Capacity building of trainers and organising secretaries of industrial unions.
Innovations of internal democracy	Encouragement of membership participation in decision making. One Man one vote Campaign. Adherence to constitution provisions e.g. regular meetings.
Proposals for restructuring like unifications of company unions or unification of centrals	Not really. But there is hope for merger of unions for viability and promotion unity.
Other:	

### **Examples of alliances**

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	NLC
Name alliance that partner is involved in (mentioning names of organisations as well)	ITUC and ITUC-Africa
Year partner joined the alliance	2005/2006 (before member of ICFTU)
Main accomplishments of the alliance this year	International Solidarity. Building Network with other Trade Centres within the sub-region and Continental level. Building capacity of members. Strengthening trade union education and unity.
Additional comments:	

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	NLC
Name alliance that partner is involved in (mentioning names of organisations as well)	Labour civil society coalition (LASCO),
Year partner joined the alliance	2004
Main accomplishments of the alliance this year	
Additional comments:	

(for additional tables on reactions government authorities **copy paste the above table**)

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	NLC
Name alliance that partner is involved in (mentioning names of organisations as well)	ALLIANCE FOR CREDIBLE ELECTIONS
Year partner joined the alliance	2008
Main accomplishments of the alliance this year	Joint position on elections and observation
Additional comments:	

(for additional tables on reactions government authorities **copy paste the above table**)

### Representation

Percentage of workers organised i.e. members of a trade union in the country	About 6,000,000
Comments	With further members drive, 10,000 is realisable by 2015

### Negotiation capacity

Number of workers under collective bargaining agreement	About 6,000,000. In the private sector should be 2,500,000 million
Comments	

### Democracy and transparency

Describe an example of a union that has implemented innovations in terms of democracy and transparency	National Union Textile, Garment and Tailoring workers where the General Secretary and Deputies are by elections and not appointment.
Describe in what way FNV-support has been important for this.	The educational activities organised with support of FNV was assisted greatly in improving internal democracy through creating awareness and providing information on workers' rights as well as sharpening their techniques and skills for engagement of policies and effective service delivery

(for additional tables on reactions government authorities **copy paste the above table**)

## Sustainability

### Membership

(In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or centre	NLC
Number of members of trade union, confederation or centre	About 4,500,000
In/decrease in membership over the past year	No current information

(for additional tables on reactions government authorities **copy paste the above table**)

### Representativeness

#### ***Membership trade unions/membership base organizations: women***

Name of organisation:	NLC
Sector/area/company:	Both Public and Private
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	<number> 4,500,000
Number of women in that sector or area or company covered by the organization/ in your country	<number> about 1,500,000
Number of members of the organization / trade union members?	<number>
Number of female members of the organization?	<number>
Number of union leaders?	<number> 111 ( president, General Secretary and Treasurers of industrial unions affiliated the Congress
Number female union leaders?	<number> about 30
In case of federation: Number of union leaders at federation level (of GUFs)?	<number> about 10
In case of federation: Number of female union leaders at federation level?	<number> 1

**Membership trade unions/membership base organizations: youngsters**

No information available

Name of organisation:	
Sector/area/company:	
Number of employees/workers in the sector or area or company that is covered by the organization?	<number>
Number of youngsters(<35) in that sector or area or company covered by the organization?	<number>
Number of young (<35) members of the organization?	<number>
Number of young (<35) union leaders?	<number>
In case of federation: Number of young (<35) union leaders at federation level?	<number>

(for additional tables on reactions government authorities **copy paste the above table**)

### Legal position of the FNV partner organisation

(you can group those organizations to whom the same story is applicable)

Name organisation	
Describe the legal position	
Most important changes over the past year in the legal position of the organization	

### International solidarity

International solidarity has contributed to maintaining or improving the position of the trade union movement this year.	Yes X	No
If yes, explain:	It provided logistics and technical assistance which the trade union movement benefited through building members capacity and providing skills for effective service delivery. Take for instance the decent work agenda project which assisted workers review existing policies as regards health and safety issues as well discrimination. Such meeting provided opportunity to come up with recommendations which inputted in the position of NLC in bills before the National Assembly. Even the workers compensation act signed into law January this year has some input through partnership with FNV.	
Important changes in international solidarity over the past year:	Adding voices to national problem through letter writing to government and union centre declaring their positions.	

Priority in labour and trade union issues according to trade union leaders:

<u>Issue</u>	<u>Priority</u>	<u>Improvement</u>	<u>Activity</u>
	indicate 1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup> and 5 <sup>th</sup> priority by putting 1, 2, 3, 4 or 5 (you have to choose between 1, 2, 3, 4 and 5, you cannot repeat)	Indicate on a scale from 5 to 1 from most improvement you observe in society (5) to hardly any improvement (1) and no improvement (0), and when things have gone worse over the past year you can use a negative number (you can fill in a number in each box)	Indicate on a scale from 5 to 1 in which field you have developed most activities (5) hardly any activities (1), or no activities (0). )You can fill in a number in each box)
Employment stability	1	2	4
Workweek	5	5	1
Health care	2	1	3
Social security	4	2	3
Salaries	2	3	4
Collective bargaining agreement	3	4	2
Eradication of discrimination	4	5	1
Equal opportunities at work	4	3	2
Health and safety	3	2	5
Trade union freedom	2	1	4
Child Labour	3	4	3
Forced Labour	4	5	1
Reduction of informal employment	2	4	5
Job creation	1	2	5